

You want to work in Belgium.
What are your rights?



FEDERAL PUBLIC SERVICE
JUSTICE

.be

You leave your country of origin and come to work in Belgium.

Welcome

When you come to work in Belgium, you have duties as well as rights. If your rights are not respected, you may find yourself being exploited. To avoid this, make sure your working conditions are legitimate before you leave or before you accept a job.

Answer the following questions with a “yes” or “no”.

- › Have you signed an employment contract in a language you understand?
- › Do you know who you will be working for and where?
- › Do you know what tasks you will be carrying out?
- › Do you know the duration of your commitment?
- › Do you know the exact amount of salary you will receive? In Belgium, the minimum wage is 1,806.16 euros gross per month (indexed on 01/01/2022) for an adult aged 18 or over who has not yet completed 6 months of work in the company, or 9.8651 euros gross/hour for 40 hours.
- › Do you know how many hours you will be working (per day, per week). In Belgium, as a general rule, working hours may not exceed 8 hours a day or 40 hours a week.
- › Do you know how many days' leave you will be entitled to (per week, per year?)? In general, you are entitled to a minimum of 20 days' leave per year for a 5-day working week.

If you answer « **no** » to one or more of these questions, find out more **before you leave or before you accept this job**.

In Belgium, does your employer comply with the following conditions (in addition to the above obligations)?

- › Your employer cannot retain your identity/residence documents
- › You must receive your full salary each month by bank transfer, circular cheque or postal order, and a payslip
- › You must be treated with dignity, i.e. the employer cannot threaten you, use violence or force you to do certain things

If these conditions are not met, you may be subject to exploitation or even human trafficking.

Ask one of the following institutions for advice.

These services can help you assert your rights.

If you have any questions about your rights at work (pay, working conditions, annual holiday arrangements)



Labour Inspectorate – Monitoring of employment laws

Contact:
FPS Employment, Labour and Social Dialogue
rue Ernest Blérot 1
1070 Brussels

Opening hours:
Monday to Friday from 09:00 to 12:00 and 14:00 to 16:30 on:
Tel. +32 (0)2 235 55 55

E-mail : cls.bruxelles@emploi.belgique.be
<https://employment.belgium.be>

If you have any questions concerning social security, social status or financial exploitation



ONSS inspection service

National Social Security Office (ONSS) - Front Office

Place Victor Horta 11
1060 Brussels
Tel. : +32 (0)2 509 59 59
E-mail: frontofficecontactcenter@service-now.com
www.onss.be
www.socialsecurity.be

ONSS social media :

<https://www.facebook.com/rsz.onss>
https://twitter.com/rsz_onss
https://www.instagram.com/rsz_onss/ or
[@rsz_onss](https://www.instagram.com/rsz_onss/)
<https://www.linkedin.com/company/rsz-onss/>



National Institute for Social Security for the Self-employed (INASTI)

For all questions concerning social security for the self-employed
E-mail : mailbox-ecl-ca-ac@rsvz-inasti.fgov.be

Trade unions can give you more information



FGTB-ABVV

rue Haute 26-28
1000 Brussels

Tel. : +32 (0)2 549 05 49

E-mail: info@fgtb.be

www.fgtb.be



CGSLB-ACLVB

Boulevard Baudouin 9
1000 Brussels

Tel. : +32 (0)2 882 13 00

E-mail: cgsלב@cgsלב.be

www.cgsלב.be



ACV-CSC

Chaussée d'Haecht, 579
1030 Brussels

Tel. : +32 (0)2 246 32 16

E-mail :

nouvelles-migrations@acv-csc.be

www.migrantscsc.be

If you have questions about human trafficking

Contact point for victims
of human trafficking:



STOPTRAITE.BE : You can contact us 24/7 on this
phone number :

Tel. : +32 (0)78.055.800



PAG-ASA

rue des Alexiens 16B
1000 Brussels

Tél. : +32 (0)511 64 64

E-mail : info@pag-asa.be

www.pag-asa.be



Surya

rue Rouveroy 2
4000 Liège

Tél. : +32 (0)4 232 40 30

E-mail : info@asblsurya.be

www.asblsurya.org



Payoke

Leguit 4
2000 Antwerp

Tél : + 32 (0)3 201 16 90

E-mail : admin@payoke.be

www.payoke.be

If you have questions about the rights of foreigners



CIRE (Coordination and Initiative for Refugees and Foreigners)

rue du Vivier 80-82 1050 Brussels

Tél. : +32 (0)2 629 77 23

E-mail : cire@cire.be

www.cire.be

Opening hours

Monday to Friday: 09:00 to 12:00 and 13:30 to 16:15



Vluchtelingenwerk Vlaanderen

Rue du Jardin Botanique 75
1210 Brussels

Tél. : +32 (0)2 225 44 00

E-mail: info@vluchtelingenwerk.be

www.vluchtelingenwerk.be

Opening hours

Monday to Friday from 09:30 to 12:30



MYRIA

Federal Migration Centre
Place Victor Horta 40

1060 Brussels

Tél. : +32 (0)800 14 912

www.myria.be

Legal hotline hours

Monday & Thursday 09:30 to 12:30

If you are working and staying illegally:

FAIRWORK BELGIUM

164 rue Gaucheret 1030 Brussels

E-mail : info@fairworkbelgium.be

https://www.fairworkbelgium.be

Helpdesk :

For workers (free): +32 (0)800 12019

For other people: +32 (0)2 274 14 31

Monday and Wednesday from 09:00 to 13:00

Thursday from 13:00 to 16:00



Communication and Information Service
Boulevard de Waterloo 115 - 1000 Brussels

T 02 542 65 11

www.justice.belgium.be